

AMENDMENT ONE

ENLOE MEDICAL CENTER EMPLOYEE MEDICAL BENEFIT PLAN

Summary Plan Description/Benefit Document (Amended and Restated January 1, 2011)

The Enloe Medical Center Employee Medical Benefit Plan Summary Plan Description/Benefit Document is hereby revised to clarify the meaning and intent of the Enloe Medical Center Medical Benefit Plan (the "Plan") in respect of certain agreements made with represented employees. As revised, that portion of the Plan found at page 52 relating to the Extension of Coverage reads as follows:

"Extension of Coverage for Retirees

If an Employee retires from active service with the Employer and;

- ◆ is at least sixty two (62) years of age and has completed at least ten (10) years of continuous service for the Employer; or
- ◆ is at least sixty (60) years of age and has completed at least twenty (20) years of continuous service for the Employer;

then, within sixty (60) days of the date of his retirement, he may elect to continue these coverages without interruption for himself and his eligible Dependents. Coverage for any such person (the retiree or any Dependent) may not be continued beyond the date the person attains age sixty-five (65) and/or becomes Medicare eligible. If a covered Dependent experiences a COBRA Qualifying Event (e.g., divorce or loss of Dependent child eligibility), such Dependent may be eligible for **COBRA Continuation Coverage**. Once the retiree attains age sixty-five, any covered Dependent may be eligible for continuation coverage through COBRA.

Special enrollment rights (see "Special Enrollment Rights" in the **Eligibility and Effective Dates** section) will apply to eligible retirees and their Dependents in the same manner that such rights apply to active Employees and their Dependents. Also, the Plan's restrictions for preexisting conditions may apply in those situations that involve a break in coverage period. See the **Special Restriction for Preexisting Conditions** section for additional information.

The retiree will be required to contribute for extended coverage at the established rates. Contributions must be kept current in order for coverage to remain in effect.

NOTE: Enloe Medical Center reserves the right to modify, revoke, suspend, terminate or change this Extension of Coverage for Retirees, in whole or in part, at any time."

All other terms and conditions of the Plan remain unchanged.

BY THIS AGREEMENT,

IN WITNESS WHEREOF, this instrument is executed for Enloe Medical Center on or as of the date and year first written below.

By: *Amida Ironi*

Witness: _____

Enloe Medical Center

Title: HR Director

Date: 7-5-11